The Study on Training Needs for training personnel of Agricultural Research Institute and District Agricultural Research and Extension Station in Taiwan

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Abstract

The main purpose of this study is to identify the posses of essential competencies and training needs of 23 training personnel in extension division of Agricultural Research Institute and District Agricultural Research and Extension Station. The researcher sent out 23 questionnaires and 20 of them were returned. The returning rate was 87%. SPSS was used to anaiyze data. The questionnaire for training personnel competencies included five parts: such as Analysis Training Needs, Courses Design, Courses Development, Implementation and Training Evaluation, with 36 items totally. The major findings of this study are: as follows

1.The Respondents about 75% never professional training of Human Resource Development.
2.The top competencies are: Analyzing training; Development courses.
3.The top training needs are: Design courses; Analyzing training.
4.The top training courses are: The skill in evaluating and analyzing of the learner needs; apply learning theory to training.

Based upon the findings of this study, recommendations are made for training personnel and future research.

Key Words：Profession Trainers, Capability, Training Needs

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